

Evolution of Hole Notes—

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being mentioned that very much deserve recognition. They know who they are and most of you do also. From the Secretaries in the early days who had the unenviable task of working with next to nothing as far as resources are concerned, to the individuals responsible for the modern version which is a credit to our membership and our Association, many have contributed to a great deal of time and talent.

What will the future hold for Hole Notes? Obviously, only time will tell. However, one might speculate that increasing size and improved quality are realistic expectations. "E" mail may eventually be involved as that technology continues to improve and expand. The technology certainly exists already to effectively communicate in this way. If the past few years have taught us anything, it is that change will occur and it may well occur rapidly.

As a closing note, it is impossible for anyone who has been involved with MGCSA for a number of years to do the kind of research that was done for this article and not be more than a little nostalgic. With past issues of Hole Notes scattered about in an attempt to be as accurate as possible with dates and so forth, headlines, pictures and articles

serve as vivid reminders of the past. Friendships, outings, catastrophes and special events all bring back memories of people, places and the ups and downs of being involved in the profession that we all love so much. Some are no longer with us. Some are just beginning to play their role in making a mark on the future.

Possibly, the one quote that sums it up best is taken from the March 1976 issue, which was published immediately after the GCSAA Conference and Show was held here. The quote came from a GCSAA staff member who said, after expressing gratitude for all of the "friendliness, kindness and willing to help," he stated "I will remember Anaheim and New Orleans for their climates, but I will remember Minneapolis for its warm people."

Besides the satisfaction of seeing a beautiful piece of land and being responsible for maintaining that beauty, or working with the one who is, that may well be what it's all about - "the warm people. After all, that is what makes Hole Notes something very special for all of those who have worked so hard to produce and improve it over the years. From an as-needed postcard to the first-class publication that you have in front of you right now, as the ad slogan says, "You've come a long way, Baby"! But this baby didn't get there by itself. It took a great deal of work and caring by some very special people over the last 60+ years.

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ON BOARD

Musing the Monthly Minutes

By Jack MacKenzie, CGCS
North Oaks Golf Club

Now I could go on how the MGCSA Board of Directors is not in favor of a 20 percent dues hike at the National level, but I won't. At our local level it has been decided to increase our dues every two years and to reflect a rate based upon inflation. Or I could reflect upon the limited club response received from superintendents when requesting their club for MGCSA related events. The BOD will be implementing a program where potential clubs will be contacted by the Executive Director, much like the Minnesota Golf Association does in an attempt to solicit participation, thus reducing the pressure upon the individual superintendent. Instead I will focus upon the upcoming 75th Anniversary plans.

To coin a phrase from the A Team (*a show from the 80s featuring Mr. T*), "I love it when a plan comes together." In fact, this event, the celebration of 75 years of organized golf course turf management in the state of Minnesota, is gelling to become a fine night of dining and remembrance. We are talking a program that embodies our professionalism.

Passed hors d'oeuvres, a duet meal of roasted tenderloin in a Red Pepper Coulis paired with chicken breast Picatta, followed by a sweet chocolate treat. MMMM' good. I should know, I sampled the wonderful fare at the PGA Awards Banquet and Hall of Fame Ceremony. Talk about a class act to follow.

I can only hope we emulate the Pro's (*and I can't believe I said that!*) by wearing the infamous "coat and tie." And the women were resplendent in comparable evening attire. Believe me, everyone looked great and took the atmosphere of the event to the next level. Classy. No, CLASSY! No I won't be dusting off my Tuxedo, but I expect to be dashing in either my camel hair charcoal black evening jacket or maybe my gray suit with green and blue silk tie. Ah, thank goodness I have time to think about it.

The evening is developing into a celebration to be remembered. Several very honored guests will grace the audience. There will be surprises for everyone and the stirrings of memories conjured up by old photographs. And we will have the chance to pay homage to a very important group of professionals, ourselves. We are a good gang and deserve a night out to celebrate our achievements.

And the cost? \$50 dollars a person. Now where are you going to find a deal like that? Kincaids? The Palomino Club? All this with the ambiance created by the gathering of good friends in a festive environment.

Come celebrate with me my associates. Join in the 75th anniversary of your organization, The Minnesota Golf Course Superintendents' Association.

MGCSA Membership Report

New Members: September 30, 2002

Class
Mark W. Bradford
Montana State UniversityStudent - GCSAA
H: 406-585-9828

Reclassifications

Steven R. Benson
Grand National Golf ClubC to B - GCSAA (pending)

Michael Cohrs
Bluff Creek Golf CourseB to A

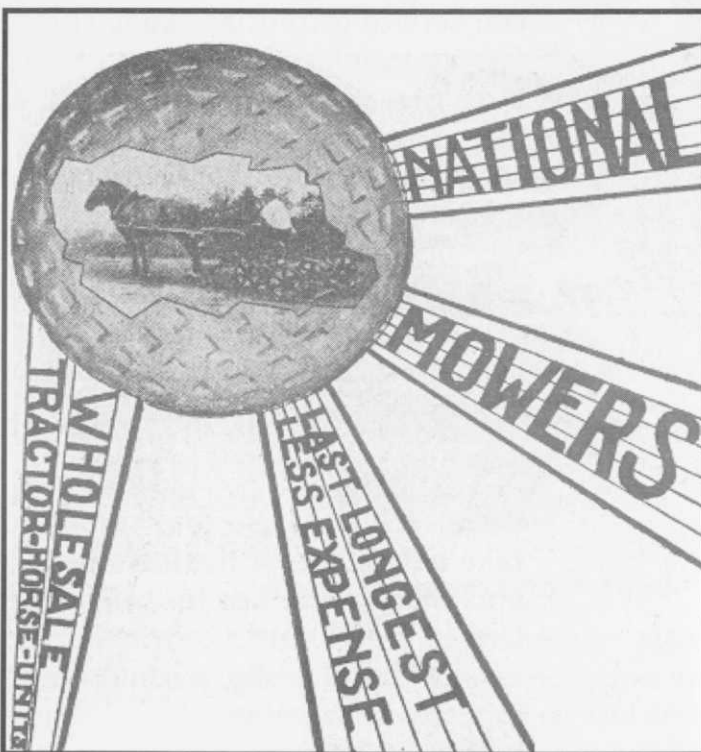
Submitted by Daniel Swenson,
Membership Chairman

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The Super's Future in Golf

Unless Clubs Make Supers' Jobs More Attractive, They Will Lose the Cream of the Turf College Crop to Other Fields

By JACK KOLB

(Editors Note: The following is an article that was written by one of our MGCSA members and appeared in the May 1967 edition of GOLFDOM. While some of the figures may be out of date, many of the concepts still hold true today.)

In this age of mass disobedience let me stumble into an area where angels tremble and express a few thoughts about the mechanics of the contemporary golf club. Whether it is the curse of modern affluence or just maladjustment of a fast changing industry, which contributes to the present situation, I am not absolutely sure.

Andrew Bertoni tells the story about newly elected club president who meeting the golf course superintendent for the first time, asked how long he had been at the club.

"Twenty years," was the reply.

"That's odd," said the club president. "I have belonged to this club for that many years but you do not look familiar."

This is not an isolated case. It is safe to say that at least 60 percent of the membership of the average club do not know their superintendent. The blame for this does no lie with the member or the superintendent. The golf course superintendent is no engaged in personal contact as is the golf professional and the club manager.

Your golf course superintendent is probably a humble man, for hard work plus the uncertainties of working with nature teaches a man a measure of humility. This is not to say that he is "confused" because he very well could be the only employee on the entire staff of golf club employees with a college degree, and more than likely, it will be an agricultural Bachelor of Science degree.

Golf clubs are in a golf course superintendent supply squeeze. Most older established golf clubs are reaching maturity along with their superintendent. The rate of retiring or dismissed older superintendents is alarming and most are being replaced with very young men who have some form of college training, either the two year associate degree or the full four-to five-year courses leading to a BS degree. Besides the retiring and dismissed superintendent replacement, there is the need for more men in the 450 new courses being built annually.

What are golf courses doing to attract good men? - A report on a study of 300 of the nation's agricultural colleges, published this year by McGraw-Hill, says: "The heads of some of the departments of horticulture, agronomy and soil science . . . report that they are unable to fill more than one-third of the demand . . . for BS graduates."

Why aren't more men zeroing in on the myriad opportunities available in agriculture in general and turf work in particular? One problem is "image."

Turf work is associated with the term "greenkeeper" which is further associated with subservient work. Image, however, is not the only deterrent.

The bidding for graduates of agricultural colleges has not yet reached the frenzied pace set by the Green Bay Packers for football talent. However, fertilizer, chemical and allied companies are scrambling as never before to keep up with the growing need for technical personnel. The result is a rising salary scale and a wider job selection for the graduate with golf courses running a poor last in the bidding.

Professor Ralph E. Miller, Placement Director for the Institute of Agriculture at the University of Minnesota, says, "There are at least five and, most times six jobs for every graduate of agricultural sciences." Professor Miller also points out that recruiting and interviewing of graduates is on a year-round basis (not just spring graduates), and has increased 75 percent in the past year. Throw in the bidding of highway departments, institutions and government and the results for golf courses are inevitable.

According to the National Golf foundation, in just twenty years there has been an increase of approximately 4,000 new golf courses in the United States. The present day superintendent is expected and can deliver a high degree of professionalism and technology. He can deliver a higher level of turf grooming. He demands better help, more mechanization and a more disciplined operation. A superintendent will have to deal with more rapidly advancing technology - and he is ready.

But now! Who is he working for and what are the club's plans for his future? This is the area into which few superintendents ever delve. He is so engaged in his own work, struggling to improve his quality of turf that he seldom looks with retrospect and critical eye at his employers. After watching older superintendents turned loose at age 50 plus and 30 plus years experience, he may ask himself, "What is to prevent this happening to me?"

What should a superintendent's income be? In today's spiraling economy, the first question a person seeking position asks is "How much does the position pay?" How much should a superintendent make? Well, this could be dependent on a lot of factors. However, for the sake of argument, let's first look at what a milk truck driver makes.

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The milk truck drivers of Minneapolis (Local No. 471) have a contract that calls for \$9000 base salary at the end of 18 weeks experience, plus commissions. Commissions, of course, are determined by the type of clients the driver calls on, plus his ability to sell, but they do as high as \$6,000.

It is ironic that this "Wholesale Driver Salesman" (this is a technical description and title for a milk truck driver) should be better off than the supervisor of a million dollar plus plant such as the golf grounds.

If the truck driver is able to live within his income, he has a satisfaction that not one golf superintendent in the Minneapolis are can enjoy after 40 years experience and that is financial security. But, he has more! He has a security, which says he cannot be fired from this position except for drunkenness, cheating customers, malicious destruction of property and other well-defined acts of malfeasance. Fringe benefits won't even be mentioned for fear of mass resignations of technically trained superintendents and a rush on the "low pressure" job of being a milkman!

It behooves all golf clubs to re-examine the conditions under which their superintendents are hired and how easily they are fired to realize that the sooner this situation is improved the sooner the golf industry will draw astute men to fill the many vacancies which exist in superintendents' ranks.

The Golf Course Superintendents Association of America, from its national office in Des Plaines, Illinois, runs and Employment Referral Service which is available to both golf clubs and golf course superintendents. This is an excellent service for both parties, and it should be more widely known. Some interesting facts can be gathered from the "Positions Available" sheets and a few shall be cited here:

1) A top club in the Miami Valley area of Ohio offers \$10,000 per year with 14 days vacation and dues pair for membership in GCSAA. No mention is made of a retirement plan, insurance plan health insurance, regular salary increase or sick leave.

2) A 36-hole golf course in Indiana lists "Salary of last man in position \$5,000". This course also sponsored a recent national tournament.

3) A municipal course, Dayton, Ohio, list the following for all employees: a) Retirement plan; b) Paid annual sick leave; c) Paid vacation; d) Health insurance and life insurance; e) Overtime; f) Living quarters; g) \$250 general increase per year.

Which of these clubs is doing its utmost to secure and hold its key employees? - Of course, the municipal club is accused of spending taxpayers' money, but this is not necessarily so. Most municipal golf courses are set up on a "pay-their-own-way" basis.

A good share of the members of any club receive salary plus such fringe benefits, yet will not consider offering the same deal to the key men on their golf course staff.

The above citations of employment are a cross section of the typical opportunity for the golf superintendent, and the \$120,000 figure represents the highest salary offered. Do you believe these clubs will attract capable men? Do you believe that the golf industry will encourage a high degree of education and technical skills with opportunities like there? It is much simpler to join a unionized organization with little educational requirement and absolute security.

A superintendent is a family man - The new breed of superintendent is going to be a family man as will be most of his permanent crew. Whether it is the general upgrading of the profession, or whatever the answer is, the bachelor transient type of employee is gone.

As a family man the superintendent has an estranged relationship with his children. Vacations are usually winter oriented when the children are in school and during the summer he is gone from daylight to dark or rarely sees his children. It is hard for his children to believe that the airline pilot two houses down the block even works for a living since his schedule gives him considerable time at home.

A club could easily help this dilemma by making certain social facilities available to the superintendent's wife and children such as tennis and swimming pool. There may be some uneasiness for his family as far as social status is concerned but certainly they would feel at ease on an intellectual level - and who know what one's social status is while in a swimming suit?

What is the most vicious factor affecting club-superintendent relationship? - Whether golf clubs admit it or not the most destructive and debilitating factor in strained "club-superintendent" relationships is the gossip/complainer. This name-dropping member wants everyone to know he is able to pay the most exclusive club in America and complain, "why can't we have a club like that?" And he never does bother to check the budget or work to increase it.

It is my pleasure to work with an exceptional golf professional, but there are those who contribute their gossip on the first tee, in the grille or bar.

The gossipier does not only hurt the superintendent but can cause thousands of wasted dollars in projects that are instigated by anyone, including the Board of Governors.

To illustrate a case in point, a few years ago I was approached by a Dr. "B" who had Board approval to construct a pet project. Dr. "B" met with me on five different occasions, each time to relocate the building site to satisfy some faction of the membership.

Finally, after much frustration it was decided that a corner of the parking lot would be best and that it might even hide some of the blacktop with its oil spots and barren look. The project was erected, improved the décor of the are and, since it was new was even colorful in appearance.

The project was just completed when Dr. "B" started taking abuse to the where, as he complained, "people

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were becoming personal" in their objections. One week later Dr. "B", without further consulting the Board, ordered the project removed and dismantled.

Some time later the \$3,000 worth of material was given to a local private school. Fortunately for me, all the abuse was heaped on Dr. "B", but my heart went out to him.

All clubs are similar in respect to gossip. The difference is in degree. You can get the pulse of any club in the area by talking to one member. One way to keep informed of the pulse of your own club is to become friendly with the locker room boys, the bartenders or the reservations clerk. The only problem with this is when the personal accusations become vicious or serious, your friends cease to tell you about them.

How can this problem be subdued? - The astute or strong greens chairman is the man who stands between loose tongues and fact, and soon subdues all rumors and untruths. This is done by the choice of a good greens committee, by good public relations and by an occasional tongue lashing of the chronic complainer. Two of the most respected greens chairmen it has been my pleasure to know were experts at the latter. The greens chairman who wants to cause the demise of a grounds superintendent need only hold back on information and let the tongues wag. In this situation the indictment belongs to the greens chairman alone.

It might be appropriate here to list those who, in the writer's opinion, are the best members of a greens committee. In general, the more desirable are all forms of engineers, building or store managers, medical and dental doctors and small business executives.

An incident of a few years ago which may point out the value of careful selection of greens committees follows:

A problem of an inadequate water supply was under discussion and the need for a much-increased amount of water was definite. To get approximately four times the amount of water it was decided that the old two-inch supply line be abandoned and a new four-inch line be installed. One adamant member insisted that this was sheer extravagance and that another two-inch line should be installed paralleling the first and that this would give a total of four inches in diameter!

Without an engineer present who represents authority on such subjects, it was difficult to point out the fallacy of his thinking, but eventually an authority did get things straightened out finally.

To summarize, members should be more aware of the people who develop their fine turf. The superintendent is going to have to be paid commensurate with his skills and responsibilities.

He doesn't look for profit sharing as most labor does, because his is working for a non-profit organization.

The man in charge of your golf course is undoubtedly prudent and thrifty. His salary should be adequate enough to help him carry his own insurance-mutual fund investment type of retirement plan, which his national association has worked out for him. He must treat his program as if he were self-employed since so few are inadequate provisions are offered by his club.

If you were lucky enough to persuade him to work for an organization such as yours, when he could have been a truck driver with a high salary, more security and summer vacations, then count your blessings.

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a. Total copies printed	970	970
b. Paid circulation:		
1. Mail subscriptions	920	920
2. Sales through dealers and carriers, street vendors and counter sales	0	0
c. Total paid circulation	920	920
d. Free distribution by mail	0	0
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f. Total free distribution	0	0
g. Total distribution	920	920
h. Copies not distributed	50	50
i. Total	970	970
j. Percent paid and/or requested circulation	100%	100%

16. I certify that all information on this form is true and complete. Signed by Scott Turtinen, Publisher.

Former Minnesotan Bob Feser Offers Interesting Historical MGCSA Data

Here are a few items that might add to the history of *Hole Notes* and your area of wonderful golf courses.

The average attendance of the Minnesota Greenskeepers Association prior to and through WWII was only 12 or 15 members. A three cent postcard was sent out to inform members of monthly meetings.

After WWII Roy Nelson became Secretary and held the position for nearly 10 years. He was Superintendent at Golden Valley C.C. His father, Ludvig Nelson, made the best sod cutters in the country; they were the kind you kicked and pushed by hand. Ludvig worked for Minikahda for years. In the mid-to-late '50s Roy left the Minnesota area

and took over the job at Ravisloe Country Club in Chicago.


At that time I took over the job of Secretary and decided that our organization needed a monthly news bulletin. As Larry mentioned, we had a mimeograph, but we also purchased an addressograph machine which alleviated the work of sending out the bulletin. This really was the beginning of what later became *Hole Notes*.


Ray Hall, [Greenhaven, Anoka] took over a couple years later as secretary and editor of the monthly newspaper. He did a very competent job and as I remember, got a lot of help from his wife, Betty. After Ray, Carl Anderson took over. He was probably the best of the three of us. His newsletters were folksy, newsy and interspersed with good humor. Ray and Roy were both WWII combat veterans in the ETO. Carl was Superintendent at Woodhill after having been at Nemaaji Club in Superior, Wisconsin. Carl, as you all know, became known as "Mr. Woodhill."

My own connections with Woodhill were long and deep. As you approach Woodhill Country Club, the hill up on the right is the site of my great grandfather's farm. He was a Kentuckian who fought for the Union in the Civil War. He was mustered out after being wounded at Resaca, Georgia during Sherman's campaign to take Atlanta. He moved to Minnesota after the war and built a two story log cabin on that hill. One of his sons was my grandfather, Charles Ice, who hunted and fished as a boy on what is now Woodhill. An article in the Nov., 1913 issue of *Sports Afield* magazine told of an earlier hunting and fishing expedition [1888] to the Woodhill area. It sounded like a sportsman's paradise. My grandfather became the village blacksmith in Wayzata and later Excelsior.

The hill up on the left as you approach Woodhill belonged to Albert Crosby. M. Crosby financed the massive evergreen plantings undertaken at Woodhill during the '20's and '30's since the membership felt it was too expensive a project. Albert Crosby was a member of the Washburn-Crosby Company which later became General Mills. For the information of you younger member, WCCO Radio & TV got their call letters from Washburn-Crosby Company.

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Bob Feser—

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My dad Leo, was superintendent at Woodhill for 30 years. I can remember being a small boy and seeing the draft horses work, three teams of them. In the winter the Woodhill crew used those teams to help harvest ice from Lake Minnetonka. Dad also had about 75 sheep at Woodhill. My sister and I always had lambs to care for when we were little. The horses belonged to the company, but the sheep belonged to my dad personally. They helped graze the rough areas and were kept in the barn in the winter. All the manure was composted and used on the greens as topdressing. The compost piles were located just below the shop [then a barn] on the edge of a marsh where the skating pond is now. During the '30's. When this happened the horses were sold and replaced by Toro tractors. The grass on the steep sidehills was kept cut in those days with scythes. I remember well the two men who did this at Woodhill. They were Sam Lundgren and Martin Donlin, both bachelors who lumberjacked in the woods of northern Minnesota during the winter and swung scythes on the golf course in the summer.

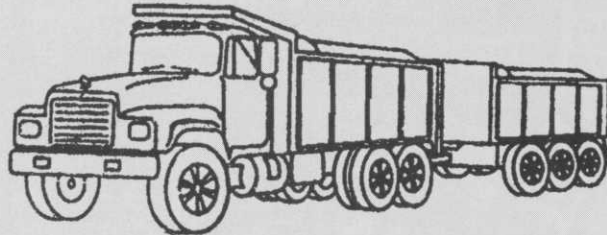
My dad built Orono Golf Course and opened it in 1926. It was a sideline business and secondary to his main occupation as superintendent at Woodhill. The Greenskeepers' picnic was held annually at Orono for many years. My sister and I as little kids became acquainted with other "little kids" whose folks were in the golf or golf-related business. They included among others, Paul Miller's kids, Gordy, Don and Marilyn, and Carl Anderson's kids, John and Miriam. Orono was the first public

golf course in Minnesota to have grass greens. The Minneapolis municipal courses converted from sand to grass greens in the early '30's. Incidentally, Woodhill and Interlachen were the first golf courses to try bent grass greens and not too successfully either. Charlie Erickson was the dean of Minnesota Greenskeepers in the '20's and his Minikahda course was the first to use power mowers [but they were pulled by horses].

World War II raised havoc with the golf industry. At Orono, we grossed less than \$500.00 for the whole year of 1944. The first weekend after VJ day in August, 1945, we took in \$500.00 each day. Gas rationing had been taken off the day after VJ Day and people in Minnesota were ready to play golf and they did. I started working on the golf course at the age of 12, the first full year of the war. The neighbor boy and I mowed greens together the first couple of mowings of the spring when the pushing was hard. Yes, we pushed them then, in our case, one pushing on the left handle, the other pushing on the right handle. I've been behind or on a greensmower nearly every year of my life since then. I'm presently a superintendent of a resort golf course in the mountains of western North Carolina. My younger brother, Dave, is a superintendent of a new course in Gainesville, Georgia.

Between my dad, my brother and myself, we have put in over 125 years as superintendents or in other golf-related positions.

As an expatriated Minnesotan, I'd like to extend greeting and best wishes to all of you in the golf industry and especially to my old friends and acquaintances.



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